



**Dr. V. N. Bedekar Institute of Management, Thane**  
**Teaching Plan (MMS/PGDM)**  
**Academic Year (2015-2016)**

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Programme Name: **MMS**

Semester: **III**

Name of the Course: Global HRM

Maximum marks: 100

No. of Sessions : 15

Name of the Faculty: Vaibhavi Oak

Mobile No: 9819858825

Email:

Weblink:

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**Learning Objectives:**

1. To study HRM in the global context and multicultural environment.
2. To understand various legal dimensions of global HRM.
3. To study certain concepts linked with global HRM viz. Expatriation, repatriation, etc.
4. To understand issues, opportunities and challenges pertaining to international HRM.
5. To develop competency in dealing with cross cultural situations.

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**Reference Books:**

1. International Human Resource Management by Peter j Dowling, Device E Welch, 4<sup>th</sup> Edition.
  2. International Human Resource Management by Hilary Harris, Chris Brewster and Paul Sparrow, VMP Publishers and Distributors
  3. International Human Resource Management by K Aswathappa and Sadhna Dash , TMGH
  4. Global Human Resource Management by Bedi and Kishore, Wisdom Publications
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**Plan:**

Session No	Topics to be covered	Books referred/ Recommended/ References-Print/Articles/ News/Research papers/ Online database/ Software /Simulations used	Learning outcomes	Evaluation of Students understanding by MCQs, Quiz, Short Test
1	<b>Introduction and Overview of Domestic HRM and IHRM</b> a. The professionalism of HRM b. International trends in the labour force c. The impact of the environment, competition and the dynamics of the labour force on HRM	IHRM by Dowling  <a href="http://www.ilo.org">www.ilo.org</a>	To understand meaning of HRM and IHRM	Role play
2	<b>Selecting and Managing International Workforce</b> a. The influences of cross cultural issues on organisations b. Selection, evaluation and coaching of international employees	IHRM by Dowling IHRM by Ashwathappa Global HRM by Bedi and Kishore	To understand recruitment and selection for international assignments	
3	Developing Planning, Communications and Intercultural skills to manage a cross cultural workforce d. Global training and appraisal systems for a cross cultural workforce e. Compensation and performance	<b>Managing Cross-Cultural Diversity A Challenge For Present And Future Organizations By Subhash C. Kundu (Delhi Business Review, 2001)</b>	To understand the cross cultural diversity  To study the training, appraisal and compensation methods for IHRM	Quiz



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	measure: an international perspective			
4	<b>International Organisations and Industrial Relations</b> a. Corporate Culture and change b. Policies and practices of multinational companies	IHRM by Dowling IHRM by Ashwathappa	To understand the industrial relations scenario in IHRM	Role play
5	Employment and Labour Laws: an international perspective d. The influence of Trade Unions e. Equal Opportunities f. Employment relations	Readings and Cases in International HRM by Mendenhall, Oddou and Sthal	To understand the industrial relations scenario in IHRM with focus on labour laws, trade unions, etc.	
6	<b>International Compensation and Benefits</b> a. Theory of Employee Development b. Objectives of International Compensation c. Benchmarking global practices d. Motivation and Reward systems e. Problems with global compensation	IHRM by Dowling IHRM by Ashwathappa		Short test
7	<b>Expatriation and Repatriation</b> a. Characteristics of effective expatriate managers	IHRM by Dowling IHRM by Ashwathappa Sarkiunaite, I., & Rocke, D. (2015). The expatriate experience: the	To understand the meaning of expatriation and repatriation	



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		factors of international assignment success. <i>Transformations in Business &amp; Economics</i> , 34(1), 20-47.		
8	b. The role of family c. Dealing with culture shock d. Successful repatriation practices	IHRM by Dowling IHRM by Ashwathappa	To study the impact of cultural shock and reverse shock on expatriates	
9	<b>Legislation and the international workforce</b> a. Legislation and the international workforce b. Employment Law c. Trade Unions and negotiations	Readings and Cases in International HRM by Mendenhall, Oddou and Sthal  www.ilo.org	To study the legislations related to international workforce	
10	<b>European Social Policy and Industrial Relations</b> a. Social Cohesion b. Working Terms and Conditions c. Equal Opportunities	Readings and Cases in International HRM by Mendenhall, Oddou and Sthal  www.ilo.org	To understand social cohesion and importance of working in teams in a foreign assignment	Short Test
11	Global Unions, Regional Integration and Framework Agreements	Readings and Cases in International HRM by Mendenhall, Oddou and Sthal  www.ilo.org	To understand the scope of unions in international context	
12	Emerging Trends in Employee Relations and Employee Involvement	IHRM by Dowling IHRM by Ashwathappa	To understand the Emerging Trends in Employee Relations and Employee Involvement	



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13	International Labour Standards	Readings and Cases in International HRM by Mendenhall, Oddou and Sthal  www.ilo.org	To study the international labour standards	Quiz
14	Case Studies and Presentations			
15	Case Studies and Presentations			



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**2. Practical Approach : Other activities (Atleast 4 distinct activities)**

Sr. No.	Activity Name	Topic Covered	Learning outcomes	Source
1	Role Play	Professionalism of HRM  Corporate culture and change		
2	Industry Visit			
3	Academic Projects	European Social Policy and Industrial Relations		
4	Book Review			
5	Group Discussion	Expatriation and Repatriation		
6	Business Quiz / Business News sharing			
7	Videos / Simulation	The influences of cross cultural issues on organisations		
8	Use of Softwares and Labs			
9	Any other activity			



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**Evaluation:**

**I) Internal:**

<b>Component</b>	<b>Details</b>	<b>Marks</b>
Class Test		10 marks
Presentation		10 marks
Case Study		10 marks
Participation		
Others	Attendance and class participation	10 marks

Signature of Faculty

Signature of the Co-ordinator



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